

# **CONTROLLED SUBSTANCES AND ALCOHOL TESTING REGULATIONS**

## **FRESNO AREA EXPRESS**

6/22/2006

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## **CONTROLLED SUBSTANCES AND ALCOHOL TESTING REGULATIONS FRESNO AREA EXPRESS**

### **POLICY STATEMENT**

This policy applies to all applicants, employees, service agents, and grant contract recipients who are required to perform a “safety sensitive” function as defined under the Omnibus Transportation Act of 1991 (the “Act”), as amended. This policy also applies to off-site lunch periods or breaks when the affected individual is scheduled to return to work.

The City of Fresno is committed to protecting the health and safety of individual City employees, their co-workers, and the public from the hazards caused by the misuse of drugs and alcohol by its employees and those of its service providers. The safety of the public, as well as the safety of fellow City employees, dictates that individuals not be permitted to perform their duties while impaired by the influence of drugs and alcohol. In order to achieve this goal and to comply with the requirements of the “Act” and the Federal Transit Administration regulations, the City has developed, and will continue to implement, a drug and alcohol testing program designed to prevent accidents and injuries resulting from the misuse of alcohol and prohibited drugs by individuals who perform safety sensitive functions associated with Fresno Area Express (FAX).

### **PROHIBITED SUBSTANCES**

Federal Transit Administration drug testing regulations (49 CFR Part 655) require that all covered employees be tested for marijuana, cocaine, amphetamines, opiates, and phencyclidine. Illegal use of these drugs is prohibited at all times, and thus employees may be tested for these substances in accordance with the Federal regulations.

The use of any illegal drug or substance identified in Schedules I through V of Section 202 of the Controlled Substances Act (21 U.S.C. 812), as further defined by 21 CFR 1300.11 through 1300.15 is prohibited at all times unless a legal prescription has been written for the substance. This includes, but is not limited to marijuana, amphetamines, opiates, phencyclidine (PCP) and cocaine, as well as any substance which causes the presence of these drugs or drug metabolites not approved for medical use by the U.S. Drug Enforcement Administration or the U.S. Food and Drug Administration. Illegal use includes use of any illegal drug, misuse of legally prescribed drugs, and use of illegally obtained prescription drugs.

## **PERFORMING A “SAFETY SENSITIVE” FUNCTION**

A safety sensitive function means any of the following duties:

1. Operating a revenue service vehicle, including when not in revenue service.
2. Operating a non-revenue service vehicle, when required to be operated by a holder of a Commercial Driver’s License.
3. Controlling dispatch or movement of a revenue service vehicle as determined by FAX.
4. Maintaining a revenue service vehicle or equipment used in revenue service.
5. Carrying a firearm for security purposes.

Essentially, this policy will cover all bus operators, mechanics, dispatchers, and other supervisory personnel who can be expected to fall under these regulations. In addition, this policy will cover employees of outside service providers who perform work for Fresno Area Express and are considered safety sensitive. Employees who have questions or concerns regarding a “safety sensitive” designation of their position may discuss the issue with their supervisor or contact the Designated Employer Representative (DER) for further information.

Performing a safety sensitive function as it pertains to testing for alcohol includes any period in which the covered individual is actually performing, ready to perform or immediately available to perform such functions. Testing for drugs may occur at any time that the safety sensitive employee is at work irrespective of actually performing a safety sensitive task. Employees will be paid the applicable rate of pay during the entire period of time that they are participating in the testing process.

Individuals who are identified as falling under the provisions of this policy are required to participate as a condition of employment. Employees who are unsure if they are covered by this regulation or have questions regarding the application of this policy are encouraged to contact the DER designated later in this document.

## **CIRCUMSTANCES FOR TESTING**

The Act requires the following types of tests to be performed under the Federal guidelines:

1. **Pre-Employment, Promotional or Transfer Testing**  
Pre-employment testing will occur after the applicant has been provided a conditional offer of employment. A pre-employment candidate must produce a verified negative drug test result prior to first performing a safety sensitive duty. If the test is cancelled, the individual must re-take and successfully pass the test prior to being hired.

Employees who are being transferred or promoted to a safety sensitive position will be required to undergo drug testing. Employees who are currently employed in a safety

sensitive position seeking transfer or promotion to another safety sensitive position will not be required to undergo further testing. Employees who have not performed a safety sensitive function for 90 consecutive calendar days, and who have not been subject to random testing, shall undergo testing prior to returning to a safety sensitive position. Employees who have returned to work, but are performing duty in a non safety sensitive function (i.e. light duty) shall remain in the pool and subject to testing. Employees who have not performed in a safety sensitive capacity for 90 consecutive days and are awaiting clearance after undergoing a return to work drug test, shall be assigned to a non safety sensitive function at their regular rate of compensation.

Non-safety sensitive employees seeking transfer to a safety sensitive position must provide a verified negative drug test prior to performing in a safety sensitive position.

When a covered City employee or applicant has previously failed or refused a pre-employment drug test under the Federal regulation, the individual must provide the City with proof of having successfully completed a referral, evaluation and treatment plan as described in Section 655.62. A copy of this information may be obtained by contacting the DER.

## 2. Post-Accident Testing

Post-accident testing will occur under the following circumstances:

1. Fatality. In all cases involving a fatality.

2. Nonfatal. If the accident involves:

1. A bodily injury and the person immediately receives medical treatment away from the scene, or
2. One or more vehicles incurs disabling damage as a result of the occurrence and such vehicle(s) are towed away from the scene, then testing will occur, unless it is determined, using the best information available at the time of the decision, that the covered employee's performance could be completely discounted as a factor to the accident. Employees whose performance could have contributed to the accident as defined above, as determined by the City using the best information available at the time of the decision, shall be tested.

A supervisor or other management representative designated by the City of Fresno shall make an on-the-scene determination regarding whether an employee's performance can be completely discounted as a contributing factor to the accident.

Drug testing in post-accident situations shall occur as soon as possible, but no later than 32 hours after the accident.

Alcohol testing shall occur within 2 hours of the accident. If the alcohol test cannot be performed within this time period the reason shall be documented. In no case shall an

alcohol test be administered later than 8 hours past the time of the accident and the reason for delay shall be documented. An individual who has been involved in an accident which requires a post-accident test, shall not consume any alcohol for a period of 8 hours after the occurrence or until such time as the post accident alcohol test has been performed.

Nothing in this section shall delay medical attention for an injured individual following an accident or prohibit an individual from leaving the immediate scene of the accident for the period of time necessary to obtain assistance in responding to the accident or to obtain necessary medical treatment.

3. Reasonable Suspicion Testing

Employees may be subject to reasonable suspicion testing when there is reasonable suspicion to believe that the individual has used a prohibited drug or alcohol. For a reasonable suspicion test to occur, the individual must be observed by a supervisor who has been trained in the detection of drug or alcohol misuse. The supervisor shall require the individual to undergo such testing based only on specific, contemporaneous, articulable observations concerning the appearance, behavior, speech, or body odors of the covered individual. The employee shall be immediately informed of the supervisor's observations and suspicions and advised that he/she may have a representative present. The notification to the employee shall be documented on the Incident Report Form. The employee shall proceed immediately to the testing facility or location for reasonable suspicion testing for drugs and/or alcohol.

4. Random Testing

Random testing for alcohol will be conducted on an unannounced basis just before, during, or after the performance of a safety sensitive function. Testing for drugs may be performed at any time while the individual is present at work, irrespective of the performance of a safety sensitive function.

The name of each individual who is subject to random testing will be placed into a pool from which the names will be randomly drawn. Each employee shall have an equal chance at selection and shall remain in the pool even after being tested. The basis for random selection shall be by a scientifically valid random number generation method initiated by computer. A designated representative from the affected labor organizations shall be permitted to authenticate and confirm the scientific validity of the random selection process, but shall not be permitted to view the names of employees who are selected for testing. Such labor representatives shall be designated in January of each calendar year on a rotational basis along the following order: CFMEA (January 1, 2006), CFPEA, (January 1, 2007), FPOA (January 1, 2008), IBEW (January 1, 2009), ATU (January 1, 2010), Local 39 (January 1, 2011), and FCEA (January 1, 2012). The "FAX Driver Verification Handbook" will no longer be issued and affected employees shall be advised that information is no longer applicable to the operation of the drug and alcohol testing program. Random drug and alcohol testing shall conform to and not exceed the testing limits established by Federal law.

## Procedure for Random Testing

- A. The Risk/Safety Manager will select a date and time for testing and requests the designated labor organization observer to attend. The date is usually selected 24 hours prior to the creation of the list of names for actual testing. In order to facilitate testing, the Risk/Safety Manager will notify the designated testing facility of the date and time of expected testing so that adequate staffing needs are met.
- B. At the appointed time of list creation, the Risk/Safety Manager will request the designated labor organization observer to select a random number between 1-10.
- C. Based upon the number selected, the computer will generate lists until that numbered list is reached. That list will be used for testing and all others will be discarded. Both the Risk/Safety Manager and the observer will sign the selected list to verify its authenticity as being the list selected.
- D. The Risk/Safety Manager will review the list and identify the physical location of all employees selected.
- E. The Risk/Safety Manager will contact the designated FAX Management representative(s) and provide the names of employees who require drug/alcohol testing.
- F. FAX Management shall notify selected employees that they have been chosen for random testing. Selected employees for testing shall be subject to testing while actually on shift or expected to report for work during the testing period which is defined as the time period between which random lists are drawn. Employees that are selected, but who are not reasonably expected to return to work before the next list is drawn, shall not be tested and the next name on the generated list will be considered for testing.
- G. FAX Management shall notify the Risk/Safety Manager of the availability of selected employees. The Risk/Safety Manager will note this information and provide a notation in the file if an employee is bypassed.
- H. The Risk/Safety Manager shall maintain a separate file for each date that testing is performed. The file shall contain the original list from which the names were used to identify employees to be tested.
- I. The Risk/Safety Manager shall place a copy of the completed drug testing report into each corresponding file for that specific date of testing.
- J. Upon receipt of information from the Medical Review Officer (MRO) that an employee has tested positive for drugs or alcohol, the Risk/Safety Manager shall advise the FAX General Manager, the Operations Manager, or their designee that

the employee must be precluded from performing in a safety sensitive capacity. Except as provided in 49 CFR Part 40, Subpart P, no medical information and/or drug/alcohol testing results shall be released to third parties without the employee's specific written consent.

- K. The Risk/Safety Manager shall contact the Substance Abuse Professional (SAP) and shall advise the employee of a date and time for referral.
  - L. Upon receipt of the recommendation of the SAP, the Risk/Safety Manager shall confer with the employee and the FAX Management for the purpose of discussing the recommendation of the SAP.
  - M. A positive test result may subject the employee to disciplinary action up to and including termination. FAX management shall have the sole discretion to determine the level of discipline, including whether a Last Chance Agreement shall be offered. The purpose of the Last Chance Agreement is to allow the employee to return to work (upon testing negative for drugs and alcohol) with the understanding that the recommendation of the SAP be completed and that any future positive test will result in termination without appeal.
5. Return to Duty and Follow Up Testing
- These tests will be conducted when an individual returns to duty following a violation of the prohibited alcohol or drug testing. Follow up testing after returning to work is unannounced and shall be conducted at least six times during the following year. During this period of time, the individual will remain subject to testing under the previously established random testing requirements as outlined above in the previous section.

Employees seeking specific details regarding the procedures and methodology of drug/alcohol testing are referred to 49 CFR PART 40 of the Federal regulations. Employees who wish to review this information may contact the Designated Employer Representative (DER) in the Personnel Services Department for assistance in securing a written copy of these regulations.

Employees are also directed to Administrative Order 2-25 Policy on Drug and Substance Abuse or subsequent amendments, for information relating to the City of Fresno's internal policy on this issue. A copy of this policy may be obtained by contacting management personnel, the DER, or the City's website.

## **TESTING FOR DRUGS**

Employees who may be called upon to perform work in a safety sensitive capacity are subject to drug and alcohol testing as outlined in the Federal regulations.

Covered employees are prohibited from reporting for duty or remaining on duty if there is a qualitative presence of a prohibited drug in their system which measures above the minimum thresholds as defined in 49 CFR PART 40, as amended. Consistent with the Drug Free

Workplace Act of 1988, all covered employees are prohibited from engaging in the unlawful manufacture, distribution, dispensing, possession, or use of prohibited substances in the workplace including FAX premises, vehicles, or while conducting official City business. All employees are further reminded that they must notify management of any criminal drug statute conviction for a violation occurring in the workplace within five (5) days after such conviction.

Urine specimens will be collected in accordance with 49 CFR Part 40, Procedures for Transportation Workplace Drug and Alcohol Testing Programs, Subpart E, as may be amended from time to time.

Employees may request a copy of these procedures from the DER.

Each urine specimen will be tested at a Federally certified laboratory for the specific substances and their respective detection levels contained in the regulation which may be amended from time to time. At the present time, the substances and their detection levels are as follows:

<u>Substance</u>	<u>Detection Level (Nanograms)</u>	
	<u>Initial</u>	<u>Confirmation</u>
A.) Marijuana (THC metabolite)	50	15
B.) Cocaine	300	150
C.) Amphetamines	1000	500
D.) Opiates	2000	2000
E.) Phencyclidine (PCP)	25	25

Important: To repeat, consumption of any of the above substances is prohibited by the Federal guidelines. Individuals who have been identified as being safety sensitive are encouraged to seek immediate, confidential, professional/medical assistance to initiate treatment and recovery.

The laboratory is required to test all incoming primary specimens for dilution, substitution, and adulteration. The testing procedure is a two step process. The first is a screening test. If the screening test is positive for one or more of the above substances, a confirmation test is performed for each identified drug using gas-chromatography/mass spectrometry (GC/MS) analysis. As noted, all samples will also be examined to determine if it has been diluted or adulterated with any other substances designed to mask prohibited substance use.

Employees who are found positive for one or more of the above substances will be contacted by telephone by the Medical Review Officer (MRO). The MRO will inform the individual of the finding and allow the individual to provide an explanation which may medically justify use of the identified substance. The use of other outside medical experts may be utilized in this process at the direction of the MRO. Unjustified use of the substance will result in the MRO reporting the finding as a "positive" to the City. Findings which are determined to be medically acceptable in the opinion of the MRO will be reported as "negative" to the City representative.

Any individual who has been tested and disagrees with the MROs determination that the specimen is “positive” or that the specimen has been adulterated or substituted, may request that the “split” specimen be sent to another certified laboratory for analysis. The employee must make this request within 72 hours of being notified by the MRO of the finding. The City will initially pay for the split sample to be tested upon an employee’s request for an appeal determination. In the event that the MROs decision is not reversed, the employee will be responsible to reimburse the City for the second analysis.

## **IMPORTANT:**

**Employees who are found positive for one or more of the above substances shall be immediately removed from their safety sensitive position and referred to a Substance Abuse Professional. (SAP)**

**A dilute negative specimen shall be accepted as a negative test and employees or applicants shall not be required to produce an additional sample for testing purposes.**

## **TESTING FOR ALCOHOL**

Alcohol means the intoxicating agent in beverage alcohol, ethyl alcohol, or other low molecular weight alcohols including methyl or isopropyl alcohol. Employees are cautioned against the use of various medications or remedies that may contain alcohol.

Alcohol testing is performed through the use of an evidential breath test which measures the amount of alcohol concentration in the individual’s system. In order to perform the test, the employee will be asked to provide a breath sample into the device which then calculates the extent of alcohol concentration. The machines used to perform these tests are required to be calibrated and the operators are required to undergo training and testing in order to meet the Federal criteria. Refusal to submit to a required alcohol test as required by the Federal regulations will be presumed as a positive finding and will result in a physician referral to determine if there is any medical basis to justify the refusal to test.

Prohibited use of alcohol includes the following:

1. Covered employees are prohibited from consuming alcohol while performing safety sensitive job functions or while on paid status to perform safety sensitive functions. An on-call employee who has consumed alcohol is required to acknowledge his/her consumption at the time that they are called to duty.
2. Reporting for duty or remaining on duty in a safety sensitive position while having an alcohol concentration of .04 or greater.
3. Using alcohol within 4 hours prior to performing a safety sensitive function.

Employees who are on paid or “standby” status are prohibited from using alcohol. Employees who violate this provision and are recalled to duty are required to

acknowledge the use of alcohol and their inability to perform safety sensitive duties. Employees who acknowledge the use of alcohol, but claim that they are able to perform in a safety sensitive capacity will be required to submit to an alcohol test.

4. An employee who is required to undergo alcohol testing as part of a post-accident test may not use alcohol for eight hours following the accident or until such time as the post-accident test is completed.

Usually, two breath tests will be performed in order to determine if an individual has a prohibited alcohol concentration. A screening test is conducted first. A result less than 0.02 alcohol concentration is considered a “negative” test. If the concentration is 0.02 or greater, a second confirmation test is conducted. If the confirmation test results in a value between 0.02 but less than 0.04, the employee will be removed from the safety sensitive function until the alcohol level measures below 0.02, or the next regular scheduled duty period but not less than 8 hours following the test. Employees with an alcohol concentration level of 0.04 or greater will be removed from the safety sensitive position and referred to a Substance Abuse Professional (SAP). These regulations are outlined in 49 CFR 655.31 and 49 CFR 655.35, as may be amended from time to time.

## **REFUSING TO TEST**

Employees are required to submit to a drug/alcohol test as a result of a post-accident, reasonable suspicion, random, or follow-up incident as prescribed under the Federal statute. Failure to appear at the medical collection facility within a reasonable time after being notified of the need for testing or remaining at the facility (pre-employment testing exempt, being uncooperative with medical collection personnel, failure to provide an adequate specimen for testing, or leaving the scene of an accident without justifiable cause are examples of a refusal to test. In the event that an individual refuses to test, the test shall be presumed a positive and the individual shall be removed from performing a safety sensitive function.

As an employee, you have refused to test under any of the following situations:

- If you fail to remain at the testing site until the testing process is complete. An employee who leaves the testing site before the testing process commences for a pre-employment test is not deemed to have refused to test.
- If you fail to provide a sufficient amount of urine/breath sample when directed, and it has been determined, through a required medical evaluation, that there was no adequate medical explanation for the failure.
- If you fail to undergo a medical evaluation as required by the MRO or DER for drug and alcohol testing or if you fail to permit monitoring or observation during the drug testing process.
- If you fail to take a second drug test as when directed by the collector or the City.

- If the MRO verifies that your test was adulterated or that you used a substitute urine specimen.
- Failure to sign Step 2 of the Alcohol Testing Form.

Employees should note that the above circumstances regarding refusal to test for alcohol or drugs are only applicable to DOT testing. If an employee refuses to take a non-DOT test or to sign a non-DOT form, it is not considered a refusal to take a DOT test. There are no consequences under DOT agency regulations for refusing to take a non-DOT test.

Employees who perform work in a safety sensitive capacity are subject to possible testing before, during, and immediately after performing these tasks.

### **WHAT HAPPENS WHEN AN EMPLOYEE IS FOUND TO HAVE A POSITIVE RESULT?**

Employees are subject to disciplinary action up to and including termination upon the City's notice of a verified drug test result, if they have an alcohol concentration which exceeds .02, or if they refuse to test as defined in 49 CFR Part 40.191 and 40.261.

Any disciplinary action taken by the City as a result of this policy will be subject to the applicable provisions of current MOU's, Administrative Orders, and the Fresno Municipal Code (FMC) concerning representation and hearing appeals process. Among the factors to be considered in determining the appropriate disciplinary action include the level of the offense, the nature and requirements of the work, length of employment, current job performance, and history of past disciplinary action. Pursuant to the provisions of FMC 2-1905 (a)(5), and FMC 2-1666, Causes for Suspension or Removal, the City reserves the exclusive right to determine the level of disciplinary action.

In the event an employee is afforded a Last Chance Agreement, he/she shall comply with the recommendations outlined by the Substance Abuse Professional. An employee who fails to inform the City concerning the status of treatment, refuses to undergo recommended treatment, does not complete the recommended program and follow up protocol, fails any follow up or random testing, or refuses to return to work after being released from rehabilitation treatment, will be subject to disciplinary action up to and including termination.

All employee records regarding drug and alcohol testing and any follow up testing is maintained with the utmost confidentiality. Access to these records is extremely restricted to only those individuals who have direct responsibility for the operation of the program or authorized Federal representatives conducting official business.

### **EMPLOYEE LEAVE STATUS AFTER A POSITIVE DRUG/ALCOHOL RESULT OR REFUSAL TO TEST**

Employees who test positive for drugs or alcohol or who are determined to have refused to test, will be removed from performing a safety sensitive function and assigned alternate work or placed on paid administrative leave. Employees may elect to use other accumulated leave balances at their option in lieu of their placement on paid administrative leave.

## **THE ROLE OF THE SUBSTANCE ABUSE PROFESSIONAL**

In the event that an employee has been reported as having a positive alcohol or drug test, the City of Fresno representative will contact the individual for the purpose of arranging a referral to a Substance Abuse Professional. Substance Abuse Professionals are licensed medical physicians, certified social workers, psychologists, employee assistance professionals and drug and addiction counselors who have met certification requirements outlined by the Federal government to perform this function. This referral is made at no cost to the employee. The function of the SAP is to meet with the employee and make recommendations concerning education, treatment, follow-up testing, and aftercare.

In all cases where the employee has had a positive drug/alcohol test, the employee shall be required to undergo an additional follow-up test with a “negative” finding prior to being allowed to return to work and perform in a safety sensitive capacity.

## **THE ROLE OF THE DESIGNATED EMPLOYER REPRESENTATIVE**

Federal law requires that employers designate an individual within the organization who will be responsible to facilitate and communicate with outside providers including the medical collection facility, Medical Review Officer, and Substance Abuse Professionals. The Designated Employer Representative (DER) is also available to respond to employee questions or concerns regarding the administration of the program and how the Federal guidelines are implemented. The Designated Employer Representative for the City of Fresno is Daniel Turner, Risk/Safety Manager in the Personnel Services Department. Mr. Turner can be contacted at (559) 621-6901.

In addition to the DER, an Advisory Committee shall be maintained to review the impact, modification, or repeal of the Omnibus Transportation Employee Testing Act and make recommendations to the City Manager on all matters relevant to the implementation of this policy. Half of the Committee members shall be appointed by the City and half shall be appointed by those recognized employee organizations subject to this policy and shall meet at the request of any member.

## **WHERE TO SEEK HELP:**

It is the policy of the City of Fresno to encourage employees to seek assistance regarding problems with substance use prior to actual detection as part of a drug/alcohol test. Employees who seek professional assistance on a voluntary basis will be afforded the opportunity to seek professional treatment on a confidential basis to assist them in achieving full recovery and the ability to return to productive work.

Employees may call the following telephone number to access professional assistance with substance abuse: (559) 261-9053 or (800) 498-9055.

Employees may also wish to consider consulting with the providers listed in the attached Appendix.

## APPENDIX

### ALCOHOLICS ANONYMOUS

221-6907 and 266-6752 (Spanish)

2812 N. Blackstone Avenue, Fresno, CA

Hours: 24 Hour hotline; M, T, Th, F, 9a.m.- 4:30 p.m. W, 9 a.m.- 6 p.m.

Sat., 9 a.m.- 1 p.m.

### ALCOHOLISM & DRUG ABUSE COUNCIL- FRESNO

248-1548

4411 N. Cedar Avenue, Suite 108, Fresno, CA

Hours: M-F, 8 a.m.- 5 p.m.

### B.A.A.R.T.

266-9581

539 N. Van Ness Ave., Fresno, CA

Hours: M-W & F, 6 a.m.- 11 a.m. & 12 noon- 2 p.m.; Th, 6 a.m.- 12:30 p.m.

Sat & Sun 6 a.m.- 10 a.m. Holidays 6 a.m.- 9 a.m.

### COMPREHENSIVE ALCOHOL PROGRAM, INC.

264-5096

2445 W. Whitesbridge Road, Fresno, CA

Hours: 24 hours, 7 days a week

Drug Treatment Center

24-Hour Help Line. No charge to calling party.

(800) 711-6375.

### FRESNO COUNTY HISPANIC COMMISSION ON ALCOHOL AND DRUG ABUSE SERVICES, INC.

268-6475

1444 Fulton St., Fresno, CA

Hours: M-F, 9 a.m.-9 p.m.

### KING OF KINGS

Men's Residential Recovery Home

266-6449

2267 S. Geneva Ave., Fresno, CA

Hours: 24 hours, 7 days a week

### KING OF KINGS DRUG ABUSE CENTER

2385 S. Fairview Ave., Fresno, CA

237-4116

### MAROA HOME

441-1543

826 N. Palm, Fresno, CA

Hours: M-F, 8 a.m. - 5 p.m.

NARCOTICS ANONYMOUS  
255-5881

NUESTRA CASA RECOVERY HOME  
485-0501  
1414 W. Kearney Blvd., Fresno, CA  
Hours: 24 hours, 7 days a week

SALVATION ARMY A.R.C.  
495-4775  
804 S. Parallel Ave., Fresno, CA

VA MEDICAL CENTER  
225-6100  
2615 E. Clinton, Fresno, CA  
Hours: M-F, 8 a.m. - 4 p.m.

WESTCARE  
2772 Martin Luther King Blvd., Fresno, CA  
265-4818

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